



DCE Bargaining Teams call for Mediation in Equal Pay for Equal Work campaign

DCE Contract extended to 3/31/18

The DCE bargaining team ended 2017 with a full negotiation session on 12/21 at Roxbury, bargaining over wages, job security, and a dozen issues. “We’ve been bargaining now since Sept 8, 2016,” says Bargaining Chair John McColgan. **“The bargaining team decided it was time to ask for the help of a state mediator,”** continued McColgan. “We also agreed to extend our contract until 3/31/18 so we wouldn’t lose contract protections while we are working to reach a new agreement.” **The parties agreed to jointly request mediation** on 12/21/17, and will continue to bargain while waiting for a mediator.

“Our campaign for DCE is about pay parity, ending job insecurity, and respect for the instructional work of adjuncts,” comments Nina Keery, member of the bargaining team from MBCC. The bargaining team has offered proposals for a salary schedule that would establish **pay parity**, and to create a **Senior Adjunct** rank to recognize longevity and academic achievement. “At UMB, we adjuncts have 5 ranks in our contract. The opportunity for advancement helps stabilize and retain adjuncts,” says Sandy Howland, bargaining team member who works at both NSCC and UMB. In bargaining, Linda Grochowalski from QCC spoke to the Senior Adjunct proposal saying: “Job security would help students, the College and adjuncts, helping retain qualified instructors.”

Other union proposals would guarantee a **fair way to secure reappointment**, with an expedited calendar for offering course appointments. “Adjuncts who are seeking full time work shouldn’t have to live with such insecurity, or be forced to commute between 5-6 colleges to make a living,” says DeAnna Putnam, adjunct at BHCC. “It’s time to end the nonsense about adjuncts being ‘capped’ at only 3 courses per semester. Every college needs to follow the seniority list and stop playing games with adjuncts’ lives!” she added.

The Board of Higher Education bargaining team says the Presidents are receptive to creating a salary structure for DCE, but won’t commit funding in their current wage proposal. MCCC President Diana Yohe, citing support by members of the previous DCE and Day teams says: “We flatly reject the idea that our next contract would start with a 0% in 2018. Our previous contract included an agreed-upon “out year” COLA of 4% --this was never intended to pre-empt successor bargaining or to tie the hands of the DCE bargaining team.”

The bargaining team will issue detailed information on our proposals and management’s responses in early January.

Agreement on Sick Leave Reached: after exchanging proposals more than 15 times, we finally reached a tentative agreement that DCE faculty will earn more generous sick leave than provided by the law. Upon retirement, DCE faculty can cash out 20% of unused sick leave (to a max of 60 hours).

Member Support at Bargaining Session Raised Spirits Both fulltime and DCE members came from as far away as Cape Cod CC, BHCC, NSCC and from RCC in solidarity. Javad Moulai, now FT at RCC was an adjunct who helped found the union. “When I tell people about what the MCCC did for Adjuncts, they need to pick their jaws up off the floor,” Javad told members --and then as he introduced himself to the BHE team he said: **“I support pay parity for adjuncts and hope you do the right thing.”**

Taking Our Case to the Board of Higher Ed and College Presidents

Berkshire adjunct Donna Kalinowski and Diana Yohe presented our case for adjunct justice at the December meeting of the Board of Higher Ed. Donna told BHE “Adjuncts have little to no job security... an adjunct at the top of the pay scale can expect to be assigned one course per semester with the expectation of a second if there is sufficient demand. This semester one of my three courses was canceled even though it was fully enrolled as defined by the contract.” Donna expects to earn under \$24,000 this year and qualify for food stamps. Donna’s pride and dignity while telling her story to the BHE was very powerful. [Read more in the MCCC December newsletter.](#)

BHE Challenged to do Cash Cow Math- and Members Call For Justice

Diana Yohe recounted to the Board how one administrator referred to DCE as a “cash cow” because of all the tuition and fees produced by adjunct-taught DCE classes. She asked the Board to “do the math” (photo below) to see that our equal pay for equal work proposals are justified. “The bargaining team is insisting that BHE can invest mooo-re than the parameters instituted by Governor Baker,” comments Jeff Seideman, continuing the cash cow theme. “The State can afford it.”



Members contacted their own College Presidents during the BHE meeting, calling for support of equal pay. Josh Ziemann, wrote to BHCC President Eddinger: “As an adjunct, I teach 2 classes and applied music lessons. I have over \$200,000 of student loan debt that I will never be able to pay off for the education that qualifies me for this job. Even after all of my other gigs and jobs I am making less than \$25,000 a year. I’m on MassHealth. Rent in the Boston area is increasing steadily every year. I’m not expecting a part-time job at a community college to place me on stable financial ground, however I do believe that my colleagues and I should be fairly treated when it comes to compensation.” **Contacting College Presidents is critical for the success of both DCE and Day contract bargaining. Find their contact info on MCCC website.**

Next bargaining date and action

Wear red January 10th !!

Location of bargaining TBD

Post your support on social media #EqualPay4EqualWork

What Does Going to Mediation Mean for DCE?

Mediation services are provided (for free) ‘in the interests of labor peace’, and can help bring both parties together. A skilled mediator can suggest creative solutions to get the process moving, and find common ground for agreement. As long as the parties are in mediation, the employer cannot impose their contract offer.

This cycle of bargaining has seen long delays, as employers waited for the Governor to issue financial parameters. No MTA Higher Education union has reached agreement; the contract for the APA (also under the BHE) has been expired for a year. The first state sector union (SEIU 509) reached a TA on 12/20/17, with improved parameters.

We will continue to bargain as we wait for a mediator to be assigned., likely in midJanuary.